



U.S. Fish and Wildlife Service



Evaluation Statement

PD No.:	123612
FPPS PD No.:	S000408
FWS Title:	Engineering Equipment Operator
OPM Title:	Engineering Equipment Operator
Pay Plan, Series & Grade:	WG-5716 : Engineering Equipment Operating Series-9
Full Performance Level:	9
Is Interdisciplinary PD?	NO
Additional Series:	
Employing Office Location:	
Duty Location:	
Organization Structure:	1st Subdivision: US Fish and Wildlife Service 2nd Subdivision: REGION 3rd Subdivision: 0:SPD Organization Code 4th Subdivision: 5th Subdivision:
Supervisor Signature:	
Supervisor Title:	
Supervisor Sign Date:	
Approving Official Signature:	
Approving Official Title:	
Approving Official Sign Date:	
Classifier Signature:	CECILIA KING
Classifier Title:	Service Classification and Compensation Manager
Classifier Sign Date:	8/15/2012 2:03:00 PM
Standards Used to Classify the Job:	OPM Federal Wage System Job Grading Standard

Series Justification:	The position requires the performance of the following duties: operates a variety of gasoline and diesel powered engineering and construction equipment, both wheeled and crawler type traction models, with attachments. Also, excavates, backfills, compacts, grades, and/or level earth to fine specifications. The duties match the series definition of an Engineering Equipment Operator, WG-5716.
Title Justification:	The prescribed title for non-supervisory positions classified to the WG-5716 series is Engineering Equipment Operator.
Grade Justification:	
Additional Justification:	When SPD# S000056 was originally established back in 2003, it was not intended to be designated as an FF position. In 2008, the position was erroneously submitted and certified for secondary/administrative FF special retirement coverage, which created a conflict in personnel record -keeping. PDs/SPDs certified for special retirement coverage (FF/LE) are intended for use only for those instances where needed - not general use. The certification cannot be revoke due to potential retirement coverage issues that may arise; therefore, a new SPD is being established.
Additional Position Information:	Position Sensitivity: Non-Sensitive-Low FLSA: Non-Exempt Drug Test Required: Y Financial Disclosure: N

Narrative Factors:

Factor I: Skill and Knowledge:

Skill and ability to operate various types of heavy equipment.

Comprehensive knowledge and skill in the use of controls to operate the equipment and attachments while in motion on flat terrain in a safe manner in carrying out the duties assigned, e.g. good hand, foot, and eye coordination is required to operate controls simultaneously.

Thorough knowledge of the terrain and the capabilities of the equipment in order to plan the proper approach to assignments.

Knowledge of and ability to service, inspect, and perform preventative maintenance on equipment and attachments.

Ability to operate heavy equipment in confined areas.

Knowledge of safety rules and regulations to ensure safe use of the equipment and to prevent injury to self, co-workers, or property.

Knowledge and ability to use computers in order to input maintenance data into the Service database.

Factor Justification

This factor covers the nature and level of skill, knowledge, and mental application required in performing assigned work. Positions vary in such ways as the kind, amount, and depth of skill and knowledge needed, as well as in the manner, frequency, and extent to which they are used.

By reference to the grading standard, this position description exceeds the WG-8 where as the employee operates engineering equipment to excavate, backfill, grade and level earth on projects such as breaking ground for new roads, canals/ditches, and construction sites on newly acquired

land. This position does not meet the WG-10 level as there is no movement of earth on mountainous, graded curves, and shoulders, or heavily forested areas.

It exceeds the WG-8 level in that the operator is required to have a thorough knowledge of the nature of the soil and features of the terrain to determine the proper approach according to the condition of the surface and subsurface.

This position exceeds the WG-8 of the standard where employees at this level must have more skill in order to grade surfaces to course, medium, or fine specifications by adjusting attachments while the vehicle is in motion and on all types of terrain.

This position does not require good depth perception and a high degree of concentration and therefore does not meet the WG-10 level.

Factor II: Responsibility:

The work consists of a variety of tasks. Work is generally performed on flat, rolling, and some irregular terrain where course to medium grades are required. The worker is responsible for operating in a safe manner to avoid injury to self and others, and damage to equipment. Oral or written instructions and/or work orders (via SAMMS) concerning the locations of the job, and the work to be done are given. The employee plans the approaches to the assignment and work is performed without direct supervision. Work maybe spot-checked for compliance of instructions. More detailed instructions and reviews are provided with new, unusual, or complex assignments, or equipment. The employee must maintain a commercial driver's license and maintain certification on all equipment he/she operates.

Factor Justification

This position exceeds the WG-8 level in this factor due to the work is generally performed on flat, rolling and some irregular terrain where course or medium grades are required. It does not meet the WG-10 level in that the employee is not required to perform the more difficult tasks of rough grading the earth to the general contour desired as well as fine surfacing on fiat or rolling terrain.

Factor III: Physical Effort:

Heavy physical effort is used in the operation and adjustment of the equipment and attachments. Considerable strain is caused by the constant vibration of the equipment and the jolting received from operation of the equipment over rough surfaces. Location of the controls and attachments frequently require work in awkward or strained positions.

Factor Justification

The position does not meet the WG-10 level where more frequent adjustments under more adverse operation conditions are required.

Factor IV: Working Conditions:

Work is performed in all types of weather, often in an open driver's seat. The operator is exposed to injury and is subject to noise, vibration, dust, and fumes from machinery. Caution must be exercised to prevent injury caused by moving machinery, or breaking cables. Caution must be exercised in working around water or wet soil.

Factor Justification

Since the duties of this position are performed on flat or rolling terrain and fine grades are not required, the position cannot meet the WG-10 level. The employee does not perform the more difficult tasks.